



## **STAFF PSYCHIATRIST (Correctional Facility)**

### **FUNCTION OF POSITION**

A Staff Psychiatrist, Correctional Facility under general direction, from the Chief Psychiatrist, in a State correctional facility, outpatient clinic or in headquarters performs the following duties:

Correctional setting: Examines and diagnoses psychiatric inmates, determines type of psychiatric and general medical treatment needed, administers treatment, makes clinical rounds and reviews progress of inmates, prescribes changes in treatment, consults, as necessary with supervisory psychiatrist on complex cases, participates in staff conferences and clinics, documents care provided in psychiatric/medical records.

Headquarters assignment: Reviews, examines, and diagnoses psychiatric inmates records and files in mental health programs to determine progress, or appropriateness of treatment services offered, recommends the type and degree of psychiatric and general medical treatment needed, provides clinical consultation to psychiatric staff in mental health programs on unusual, complex problems and cases where technical expertise is needed, and designs evaluation tools to ensure quality control of State correctional programs.

### **MINIMUM QUALIFICATIONS**

Applicants must possess the legal requirements for the practice of medicine in California as determined by the Medical Board of California or the California Board of Osteopathic Examiners. (Applicants who are in the process of securing approval of their qualifications by the Medical Board of California or the Board of Osteopathic Examiners will be admitted to the examination, but the Board to which application is made must determine that all legal requirements have been met before candidates will be eligible for appointment.) Applicants who possess their license and certificate at the time of application must show license number, title, and expiration date on their State Application (STD. 678)

**AND**

One year of experience in the practice of psychiatry or completion of one year of an approved residency in psychiatry. Only individuals lawfully authorized to work in the United States will be hired.

### **APPLICATION INFORMATION**

The Department application consists of the three documents listed below. Additional information may be submitted but is not required. All forms must be completely filled out. Incomplete forms will be returned. Application documents should be sent to: Office of Selection and Standards, 2201 Broadway, Sacramento, CA 95818, Attention: Certification and Procedures Unit. Should you have any questions, please contact a Health Professions Recruiter at (888) 232-4584, by fax at (916) 227-4646 or by e-mail at [Health.Recruit@corr.ca.gov](mailto:Health.Recruit@corr.ca.gov).

1. Standard State Application (STD. 678)
2. Conditions of Employment - 631
3. Recruitment Publicity Questionnaire

### **SALARY RANGES**

Range A	\$8,528 - 10,366 per month	Non Board Eligible
Range B	\$8,940 - 10,866 per month	Board Eligible
Range C	\$9,199 - 11,181 per month	Board Certified

All correctional institutions **may** authorize a **“Hiring Above the Minimum”** (HAM) a salary differential. Extraordinary qualifications, and experience and current salary will determine the actual starting salary for a

**CONTINUED ON REVERSE**

## Staff Psychiatrist (Correctional Facility) Continued

Staff Psychiatrist. The hiring authority will review your credentials and evaluate your experience and recent earnings to determine if a HAM salary differential may be applicable.

### **EDUCATIONAL FUNDING**

Educational funding may be available through the following program (Contact a Health Care recruiter for additional information):

- Federal Loan Repayment Program, administered by the National Health Services Corporation

### **BENEFITS**

- Deferred Compensation Plans (Savings pool, 401k and 457 plan)
- \$100 monthly Bilingual Differential Pay
- 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
- 75% Reimbursement of Public Transit Passes, \$65 maximum per month
- Flexible work hours (Management discretion)
- Pre-tax parking (Where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave or annual leave
- Jury duty/military/bereavement leave
- Health, Dental and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program
- Work and Family Advisory Committee
- \$2,200 monthly Recruitment and Retention (R&R) Bonus (All Institutions/Locations except Headquarters, unless class receives an existing, higher recruitment and retention rate.)
- \$2,200 monthly Telemedicine Recruitment and Retention (R&R) Bonus (Headquarters Only).
- \$3,450 Recruitment and Retention Bonus paid monthly at Pelican Bay State Prison only.
- \$2400 Annual Recruitment Bonus (Limited to Avenal State Prison, Ironwood State Prison, Chuckawalla Valley State Prison, Calipatria State Prison, California Medical Facility, and Centinela State Prison after 12 months of full-time employment)
- Eleven (11) hours per month allowed for Annual Leave Credits. Increases to 14 hours after 37 month of full-time employment.
- Medical Officer of the Day (MOD). (At Department discretion, there may be a physician surgeon *and* psychiatric physician MOD on the same shift.) Rotational system to volunteer for MOD assignment is available at all institutions. Earn cash for the shift or MOD time off (MODTO). Psychiatrists working a MOD shift during regular workweek will receive a regular paycheck for the 40-hour workweek and an additional MOD check for 16 hours straight time. MOD shift worked during a holiday or weekend is paid as a 24 hour shift at the employee's regular hourly rate and the employee is provided eight hours of holiday credit. Staff on MOD assignment receive an \$8.00 meal allowance. At no time may the employee accrue in excess of 60 hours of MODTO.
- Call Back Assignment – An employee required to return to the institution shall receive hour for hour credit in Compensated Time Off with four hours credit guaranteed per call.
- Medical License renewal fee reimbursement (Actual Cost)(initial fee not reimbursed)
- Allowed \$700 for Continuing Medical Education. Time may be rolled over to the next fiscal year.
- California Public Employees' Safety Retirement System (Exempt from paying into the Federal Social Security System)

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### **EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

\*The compensation listed in this handout may be changed as a result of legislation, revision to the Bargaining Unit 16 Memorandum of Understanding (MOU), or other State action. Should there be a conflict between this document and changes in the requirements of law, State policy, or Unit 16 MOU, the latter will control.